

House Amendment 1604

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1 1 Amend House File 700 as follows:
1 2 #1. Page 31, by inserting after line 17, the
1 3 following:
1 4 <Sec. _____. Section 256.7, subsection 7, unnumbered
1 5 paragraph 5, Code 2003, is amended to read as follows:
1 6 For the purpose of the rules adopted by the state
1 7 board, telecommunications means narrowcast
1 8 communications through systems that are directed
1 9 toward a narrowly defined audience, ~~and includes~~
1 10 interactive live communications, and includes internet
~~1 11 web-based applications.~~
1 12 Sec. _____. Section 256.9, subsection 50, Code 2003,
1 13 is amended to read as follows:
1 14 50. Develop core knowledge and skill criteria
1 15 ~~models~~, based upon the Iowa teaching standards, for
1 16 the evaluation, the advancement, and for teacher
1 17 career development purposes pursuant to chapter 284.
1 18 The ~~model~~ criteria shall further define the
1 19 characteristics of quality teaching as established by
1 20 the Iowa teaching standards. The director, in
1 21 consultation with the board of educational examiners,
1 22 shall also develop a transition plan for
1 23 implementation of the career development standards
1 24 developed pursuant to section 256.7, subsection 25,
1 25 with regard to licensure renewal requirements. The
1 26 plan shall include a requirement that practitioners be
1 27 allowed credit for career development completed prior
1 28 to implementation of the career development standards
1 29 developed pursuant to section 256.7, subsection 25.
1 30 Sec. 101. Section 256D.9, Code 2003, is amended to
1 31 read as follows:
1 32 256D.9 FUTURE REPEAL.
1 33 This chapter is repealed effective July 1, ~~2003~~
1 34 2004.>
1 35 #2. By striking page 33, line 25 through page 34,
1 36 line 4 and inserting the following:
1 37 <Sec. _____. Section 284.2, subsections 1 and 3,
1 38 Code 2003, are amended to read as follows:
1 39 1. "Beginning teacher" means an individual serving
1 40 under an initial ~~provisional~~ license, issued by the
1 41 board of educational examiners under chapter 272, who
1 42 is assuming a position as a classroom teacher. For
1 43 purposes of the beginning teacher mentoring and
1 44 induction program created pursuant to section 284.5,
1 45 "beginning teacher" also includes preschool teachers
1 46 who are licensed by the board of educational examiners
1 47 under chapter 272 and are employed by a school
1 48 district or area education agency.
1 49 3. "Comprehensive evaluation" means a summative
1 50 evaluation of a beginning teacher conducted by an
2 1 evaluator for purposes of determining a beginning
2 2 teacher's level of competency, ~~relative to the Iowa~~
~~2 3 teaching standards and for recommendation for~~
~~2 4 licensure based upon models developed pursuant to~~
~~2 5 section 256.9, subsection 50 the Iowa teaching~~
~~2 6 standards,~~ and to determine whether the teacher's
2 7 practice meets the school district expectations for a
2 8 career teacher.
2 9 Sec. _____. Section 284.3, subsection 2, paragraphs
2 10 a and b, Code 2003, are amended to read as follows:
2 11 a. ~~By July 1, 2002, for~~ For purposes of
2 12 comprehensive evaluations for beginning teachers
2 13 required to allow beginning teachers to progress to
2 14 career teachers, standards and criteria that are the
2 15 Iowa teaching standards specified in subsection 1 and
2 16 the ~~model~~ criteria for the Iowa teaching standards
2 17 developed by the department in accordance with section
2 18 256.9, subsection 50. These standards and criteria
2 19 shall be set forth in an instrument provided by the
2 20 department. The comprehensive evaluation and
2 21 instrument are not subject to negotiations or

2 22 grievance procedures pursuant to chapter 20 or
2 23 determinations made by the board of directors under
2 24 section 279.14. A local school board and its
2 25 certified bargaining representative may negotiate,
2 26 pursuant to chapter 20, evaluation and grievance
2 27 procedures for beginning teachers that are not in
2 28 conflict with this chapter. If, in accordance with
2 29 section 279.19, a beginning teacher appeals the
2 30 determination of a school board to an adjudicator
2 31 under section 279.17, the adjudicator selected shall
2 32 have successfully completed training related to the
2 33 Iowa teacher standards, the ~~model~~ criteria adopted by
2 34 the state board of education in accordance with
2 35 subsection 3, ~~as enacted by this Act~~, and any
2 36 additional training required under rules adopted by
2 37 the public employment relations board in cooperation
2 38 with the state board of education.

2 39 b. By July 1, ~~2004~~ 2005, for purposes of
2 40 performance reviews for teachers other than beginning
2 41 teachers, evaluations that contain, at a minimum, the
2 42 Iowa teaching standards specified in subsection 1, as
2 43 well as the ~~model~~ criteria for the Iowa teaching
2 44 standards developed by the department in accordance
2 45 with section 256.9, subsection 50. A local school
2 46 board and its certified bargaining representative may
2 47 negotiate, pursuant to chapter 20, additional teaching
2 48 standards and criteria. A local school board and its
2 49 certified bargaining representative may negotiate,
2 50 pursuant to chapter 20, evaluation and grievance
3 1 procedures for teachers other than beginning teachers
3 2 that are not in conflict with this chapter.

3 3 Sec. _____. Section 284.3, subsection 3, Code 2003,
3 4 is amended to read as follows:
3 5 3. The state board shall adopt by rule pursuant to
3 6 chapter 17A the ~~model~~ criteria developed by the
3 7 department in accordance with section 256.9,
3 8 subsection 50.

3 9 Sec. _____. Section 284.4, subsection 1, paragraphs
3 10 c and d, Code 2003, are amended to read as follows:
3 11 c. Provide, beginning in the ~~fourth~~ fifth year of
3 12 participation, the equivalent of two additional
3 13 contract days, outside of instruction time, than were
3 14 provided in the school year preceding the first year
3 15 of participation, to provide additional time for
3 16 teacher career development that aligns with student
3 17 learning and teacher development needs, including the
3 18 integration of technology into curriculum development,
3 19 in order to achieve attendance center and district=
3 20 wide student achievement goals outlined in the
3 21 district comprehensive school improvement plan.
3 22 School districts are encouraged to develop strategies
3 23 for restructuring the school calendar to provide for
3 24 the most effective professional development, evaluate
3 25 their current career development alignment with their
3 26 student achievement goals and research-based
3 27 instructional strategies, and implement district
3 28 career development plans. A school district that
3 29 provides the equivalent of ten or more contract days
3 30 for career development is exempt from this paragraph.

3 31 d. Adopt ~~a district and~~ teacher career development
3 32 ~~program plans~~ in accordance with this chapter.

3 33 Sec. _____. Section 284.5, subsection 6, Code 2003,
3 34 is amended to read as follows:
3 35 6. Upon completion of the program, the beginning
3 36 teacher shall be comprehensively evaluated to
3 37 determine if the teacher meets expectations to move to
3 38 the career level. The school district or area
3 39 education agency that employs the beginning teacher
3 40 shall recommend for ~~an educational~~ a standard license
3 41 a beginning teacher who is determined through a
3 42 comprehensive evaluation to demonstrate competence in
3 43 the Iowa teaching standards. A school district or
3 44 area education agency may offer a beginning teacher a
3 45 third year of participation in the program if, after
3 46 conducting a comprehensive evaluation, the school
3 47 district determines that the teacher is likely to
3 48 successfully complete the mentoring and induction
3 49 program by the end of the third year of eligibility.
3 50 A teacher granted a third year of eligibility shall
4 1 develop a teacher's mentoring and induction program
4 2 plan in accordance with this chapter and shall undergo

4 3 a comprehensive evaluation at the end of the third
4 4 year. The board of educational examiners shall grant
4 5 a one-year extension of the beginning teacher's
4 6 ~~provisional initial~~ license upon notification by the
4 7 school district that the teacher will participate in a
4 8 third year of the school district's program.

4 9 Sec. _____. Section 284.6, subsection 5, Code 2003,
4 10 is amended to read as follows:

4 11 5. The teacher's evaluator shall annually meet
4 12 with the teacher to review progress in meeting the
4 13 goals in the teacher's individual plan. The teacher
4 14 shall present to the evaluator evidence of progress.
4 15 The purpose of the meeting shall be to review the
4 16 teacher's progress in meeting career development goals
4 17 in the plan and to review collaborative work with
4 18 other staff on student achievement goals and to modify
4 19 as necessary the teacher's individual plan to reflect
4 20 the individual teacher's and the school district's
4 21 needs and the individual's progress in meeting the
4 22 goals in the plan. The ~~teacher's supervisor evaluator~~
4 23 shall review, modify, or accept modifications made to
4 24 the teacher's individual plan.

4 25 Sec. _____. Section 284.7, subsection 1, paragraph
4 26 a, subparagraph (1), subparagraph subdivision (b),
4 27 Code 2003, is amended to read as follows:

4 28 (b) Holds ~~a provisional~~ an initial teacher license
4 29 issued by the board of educational examiners.

4 30 Sec. _____. Section 284.7, subsection 2, paragraph
4 31 a, subparagraph (1), Code 2003, is amended to read as
4 32 follows:

4 33 (1) A career II teacher is a teacher who meets the
4 34 requirements of subsection 1, paragraph "b", has met
4 35 the requirements established by the school district
4 36 that employs the teacher, and is evaluated by the
4 37 school district as demonstrating the competencies of a
4 38 career II teacher. The teacher shall have
4 39 successfully completed a ~~comprehensive evaluation~~
4 40 performance review in order to be classified as a
4 41 career II teacher.

4 42 Sec. _____. Section 284.7, subsection 4, Code 2003,
4 43 is amended to read as follows:

4 44 4. If a ~~comprehensive evaluation~~ performance
4 45 review for a teacher is conducted in the fifth year of
4 46 the teacher's status at the career level, and
4 47 indicates that the teacher's practice no longer meets
4 48 the standards for that level, a ~~comprehensive~~
4 49 evaluation performance review shall be conducted in
4 50 the next following school year. If the ~~comprehensive~~
5 1 evaluation performance review establishes that the
5 2 teacher's practice fails to meet the standards for
5 3 that level, the teacher shall be ineligible for any
5 4 additional pay increase other than a cost-of-living
5 5 increase.

5 6 Sec. _____. Section 284.7, subsection 6, paragraph
5 7 a, Code 2003, is amended to read as follows:

5 8 a. ~~For the school year beginning July 1, 2002, and~~
5 9 ~~ending June 30, 2003, if~~ If the licensed employees of
5 10 a school district or area education agency receiving
5 11 funds pursuant to section 284.13, subsection 1,
5 12 paragraph "g" or "h", for purposes of this section,
5 13 are organized under chapter 20 for collective
5 14 bargaining purposes, the board of directors and the
5 15 certified bargaining representative for the licensed
5 16 employees shall mutually agree upon a formula for
5 17 distributing the funds among the teachers employed by
5 18 the school district or area education agency.
5 19 However, the school district must comply with the
5 20 salary minimums provided for in this section. The
5 21 parties shall follow the negotiation and bargaining
5 22 procedures specified in chapter 20 except that if the
5 23 parties reach an impasse, neither impasse procedures
5 24 agreed to by the parties nor sections 20.20 through
5 25 20.22 shall apply and the funds shall be paid as
5 26 provided in paragraph "b". Negotiations under this
5 27 section are subject to the scope of negotiations
5 28 specified in section 20.9. If a board of directors
5 29 and the certified bargaining representative for
5 30 licensed employees have not reached mutual agreement
5 31 ~~by July 15, 2002,~~ for the distribution of funds
5 32 received pursuant to section 284.13, subsection 1,
5 33 paragraph "g" or "h", by July 15 of the fiscal year

5 34 ~~for which the funds are distributed.~~ paragraph "b" of
5 35 this subsection shall apply.

5 36 Sec. _____. Section 284.8, subsection 2, Code 2003,
5 37 is amended to read as follows:

5 38 2. If a supervisor or an evaluator determines, at
5 39 any time, as a result of a teacher's performance that
5 40 the teacher is not meeting district expectations under
5 41 the Iowa teaching standards specified in section
5 42 284.3, subsection 1, paragraphs "a" through "g", the
5 43 ~~model~~ criteria for the Iowa teaching standards
5 44 developed by the department in accordance with section
5 45 256.9, subsection 50, ~~or~~ and any other standards or
5 46 criteria established in the collective bargaining
5 47 agreement, the evaluator shall, at the direction of
5 48 the teacher's supervisor, recommend to the district
5 49 that the teacher participate in an intensive
5 50 assistance program. The intensive assistance program
6 1 and its implementation are not subject to negotiation
6 2 or grievance procedures established pursuant to
6 3 chapter 20. By July 1, ~~2004~~ 2005, all school
6 4 districts must be prepared to offer an intensive
6 5 assistance program.

6 6 Sec. _____. Section 284.9, subsection 3, Code 2003,
6 7 is amended to read as follows:

6 8 3. To assure fairness and consistency in the
6 9 evaluation process, the review panels may perform
6 10 random audits of the comprehensive evaluations and
6 11 performance reviews conducted by evaluators throughout
6 12 the state, and may randomly review ~~performance-based~~
6 13 ~~evaluation models~~ how the evaluators are evaluating
6 14 teachers based upon the Iowa teaching standards
6 15 ~~developed by school districts in accordance with~~
6 16 ~~section 284.3, subsection 2. The review of the~~
6 17 ~~evaluation models shall ensure that the model is at~~
6 18 ~~least equivalent to the state models developed~~
6 19 ~~pursuant to section 256.9, subsection 50.~~

6 20 Sec. _____. Section 284.10, subsections 4 and 5,
6 21 Code 2003, are amended to read as follows:

6 22 4. ~~By July 1, 2003, a~~ A higher education
6 23 institution approved by the state board to provide an
6 24 administrator preparation program shall incorporate
6 25 the evaluator training program into the program
6 26 offered by the institution.

6 27 5. ~~Beginning July 1, 2003, the~~ The board of
6 28 educational examiners shall require certification as a
6 29 condition of issuing or renewing an administrator's
6 30 license.

6 31 Sec. _____. Section 284.13, subsection 1, paragraph
6 32 a, Code 2003, is amended by striking the paragraph.>

6 33 #3. Page 42, line 11, by striking the word and
6 34 figure <and 266.26> and inserting the following:
6 35 <266.26, and 284.11>.

6 36 #4. Page 45, by inserting after line 9, the
6 37 following:

6 38 <Sec. _____. MINIMUM TEACHER SALARY REQUIREMENTS ==
6 39 FY 2003=2004.

6 40 1. Notwithstanding section 284.7, subsection 1,
6 41 paragraph "a", subparagraph (2), the minimum teacher
6 42 salary paid by a school district or area education
6 43 agency for purposes of teacher compensation in
6 44 accordance with chapter 284, for the fiscal year
6 45 beginning July 1, 2003, and ending June 30, 2004,
6 46 shall be the minimum salary amount the school district
6 47 or area education agency paid to a first-year
6 48 beginning teacher or, the minimum salary amount the
6 49 school district or area education agency would have
6 50 paid a first-year beginning teacher if the school
7 1 district or area education agency had participated in
7 2 the program in the 2001=2002 school year, in
7 3 accordance with section 284.7, subsection 1, Code
7 4 Supplement 2001. If the school district or area
7 5 education agency did not employ a first-year beginning
7 6 teacher in the 2001=2002 school year, the minimum
7 7 salary is the amount that the district would have paid
7 8 a first-year beginning teacher under chapter 284 in
7 9 the 2001=2002 school year.

7 10 2. Notwithstanding section 284.7, subsection 1,
7 11 paragraph "b", subparagraph (2), the minimum career
7 12 teacher salary paid to a career teacher who was a
7 13 beginning teacher in the 2001=2002 school year, by a
7 14 school district or area education agency participating

7 15 in the student achievement and teacher quality
7 16 program, for the school year beginning July 1, 2003,
7 17 and ending June 30, 2004, shall be, unless the school
7 18 district has a minimum career teacher salary that
7 19 exceeds thirty thousand dollars, one thousand dollars
7 20 greater than the minimum salary amount the school
7 21 district or area education agency paid to a first-year
7 22 beginning teacher if the school district or area
7 23 education agency participated in the program during
7 24 the 2001=2002 school year, or the minimum salary
7 25 amount the school district or area education agency
7 26 would have paid a first-year beginning teacher if the
7 27 school district or area education agency had
7 28 participated in the program in the 2001=2002 school
7 29 year, in accordance with section 284.7, subsection 1,
7 30 Code Supplement 2001.

7 31 3. Notwithstanding section 284.7, subsection 1,
7 32 paragraph "b", subparagraph (2), and except as
7 33 provided in subsection 2, the minimum career teacher
7 34 salary paid by a school district or area education
7 35 agency participating in the student achievement and
7 36 teacher quality program, for purposes of teacher
7 37 compensation in accordance with chapter 284, for the
7 38 school year beginning July 1, 2003, and ending June
7 39 30, 2004, shall be the minimum salary amount the
7 40 school district or area education agency paid to a
7 41 career teacher if the school district or area
7 42 education agency participated in the program during
7 43 the 2001=2002 school year, or, the minimum salary
7 44 amount the school district or area education agency
7 45 would have paid a career teacher if the school
7 46 district or area education agency had participated in
7 47 the program in the 2001=2002 school year, in
7 48 accordance with section 284.7, subsection 1, Code
7 49 Supplement 2001.>

7 50 #5. Page 46, by inserting after line 30 the
8 1 following:

8 2 <_. Section 101 of this division of this Act,
8 3 relating to the repeal of chapter 256D, being deemed
8 4 of immediate importance, takes effect upon enactment.>

8 5 #6. By renumbering, redesignating, and correcting
8 6 internal references as necessary.

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WINCKLER of Scott

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